

#246

THE ONTARIO HUMAN RIGHTS CODE 1981
S.O. 1981, c.53

IN THE MATTER OF the complaint made by Andrew Gaughan, Thornhill, Ontario, alleging discrimination in dismissal of employment by Canada Permanent Real Estate of Toronto, Ontario.

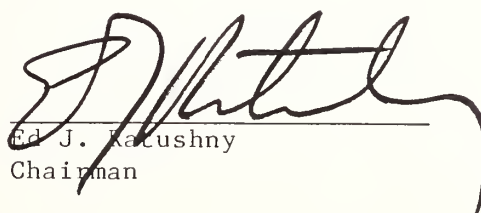
DECISION

By appointment dated April 30th, 1986, I was appointed by William Wrye, Minister of Labour, as a Board of Inquiry under the Human Rights Code 1981 to hear and decide a complaint made by Andrew Gaughan alleging discrimination in dismissal of employment by Canada Permanent Real Estate of Toronto, Ontario.

On May 20th, 1986, I was advised that the parties to the proceeding had agreed to a settlement of the matter and were requesting that the proceeding before me be terminated by a consent order and that no hearing be held on May 21st, 1986.

Accordingly, pursuant to s.4 of the Statutory Powers Procedure Act, R.S.O. 1980, c.484, I hereby terminate this proceeding by accepting executed the Minutes of Settlement annexed hereto as Appendix "A"

DATED at Ottawa, Ontario, this 28th day of May, 1986.


Ed J. Racushny
Chairman

**THE HUMAN RIGHTS CODE, 1981, S.O.
1981, C.53, as amended**

IN THE MATTER OF the complaint made by
Mr. Andrew Gaughan, Thornhill, Ontario,
alleging discrimination in dismissal of
employment by Canada Permanent Real Estate
of Toronto, Ontario

MINUTES OF SETTLEMENT

The parties hereto agree to the settlement of this
complaint on the following terms pursuant to section 42 of
The Human Rights Code:

1. Canada Trust (formerly Canada Permanent Trust) shall pay to the complainant Andrew Gaughan the sum of \$2,300 in full and final settlement of this complaint and all claims, costs and damages that may have been incurred by the said Andrew Gaughan in connection with his employment and the termination thereof;
2. Andrew Gaughan shall deliver to Canada Trust (formerly Canada Permanent Trust) a release in the form annexed hereto and marked as schedule "A"; and



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3. These minutes of settlement shall not be construed as any admission by Canada Trust (formerly Canada Permanent Trust) of any breach of **The Human Rights Code, 1981.**

DATED at Toronto this 23rd day of May, 1986.

CANADA TRUST by its solicitors
McLEAN & KERR

Per: 

J.A. Ballard


ANDREW GAUGHAN

THE ONTARIO HUMAN RIGHTS COMMISSION

Per: 

Authorized Signing Officer

The Ontario Human Rights Commission's acceptance of the terms of settlement is subject to the Board of Inquiry's acceptance of same and its issuance of a consent decision terminating the proceeding before the Board.

FULL AND FINAL RELEASE

IN CONSIDERATION of the promise of payment to me of TWO THOUSAND THREE HUNDRED DOLLARS ---- (\$2,300.00), I hereby release and forever discharge CANADA TRUST (formerly Canada Permanent Trust), it officers, directors, successors and assigns and persons under its direction or control of and from any and all actions, causes of actions, claims and demands, for damages, loss or injury, howsoever arising, which heretofore may have been or may hereafter be sustained by me in consequence of my employment with it and the termination thereof and all complaints or causes of complaint under The Human Rights Code, 1981, S.O. 1981, c.54 as amended, including all damage, loss, and injury not now known or anticipated but which may arise in the future and all effects and consequences thereof.

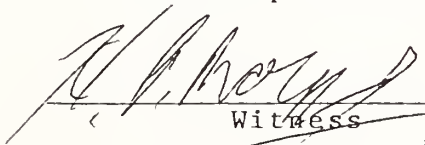
AND FOR THE SAID CONSIDERATION I further agree not to make any claim or take any proceedings against any other person or corporation who might claim contribution or indemnity from the persons discharged by this release.

IT IS UNDERSTOOD AND AGREED that the said payment or promise of payment is deemed to be no admission whatsoever of liability on the part of the said CANADA TRUST (formerly Canada Permanent Trust).

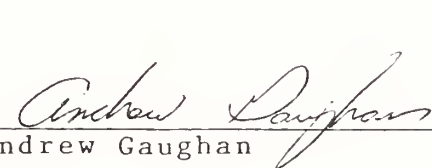
IN WITNESS WHEREOF I have hereunto set my hand this
23rd day of May, 1986.

SIGNED, SEALED AND DELIVERED
in the presence of

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Witness



Andrew Gaughan

SEAL

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